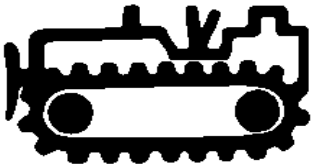
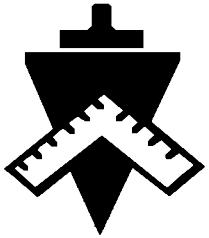


# PERS 401
# Seabee Assignment



Brief Rvsd: SEP ‘03

# Overview

- Detailing Procedures
- Distribution
- NMCB Manning
- Seabee Community Health
- Detailing Challenges
- What’s New
- Questions and answers

# Seabee Detailing Functions

- **Seabee Assignments**
  - E6 and below organized by Company
  - E7 and E8/E9 communities have their own detailer
  - RAO is CUCM(SCW/FMF) Stanley
- **Review Special Requests**
  - Fleet Reserve, HYT Extension, PRD Adjustment, Guard 2000, etc...
- **Support Special Programs**
  - Internal: Camp David, State Dept, SPECWAR
  - External:  Recruiting, Recruit Training, Physical Security, Instructor Duty, Brig Duty, etc...
- **Monitor Fleet Balance**
- **Fill “C” Schools to meet NEC requirements**

# Detailing Process

- **Usually 2 week cycle**
- **Requisitions scrubbed Monday and Tuesday**
  - Provided by EPMAC
  - Prioritized by MCA
  - Scrubbed by EPMAC
- **Number of Rollers and Fleet Balance determine which reqs are open**
- **JASS applications accepted from Tuesday 1730 CST until the following Wednesday at 0500 CST**
  - Career Counselor/Member can still call!!
- **Applications reviewed and orders written Wednesday to Friday**

# Basis of Assignment Policy

- Needs of the Navy
- Duty Preference
- Eligibility (Sea/Shore Rotation & NEC)
- Availability of Valid Requirements

  *“No billet, no body!”*
- Priorities established by:

  - Chief of Naval Operations

  - Manning Control Authorities

# Type Duty Codes

**1 Shore Duty (CONUS, CBUs, PWs, CBCs, NCTCs,**

**Hawaii, etc)**

**2 Sea Duty (NMCB, ACB, UCT, State Dept, etc)**

**3 Overseas Sea Duty (Gitmo, Kef, Diego, Souda Bay)**

**6 Overseas Shore Duty (Japan, Puerto Rico, Rota, Sigonella, Naples)**

**We follow Sea / Shore Rotation**

Sea - (Type 2,3) / Shore - (Type 1,6)

# What Detailers Do…

- Make Assignments within PRD window (-3/+4 months)
- Make Valid GUARD 2000 Commitments - billet permitting
- Provide Career Counseling and Advise
  Coordinate Spouse Collocations (1306/7 always required)
- Extend PRD (1306/7 usually required)
- Nominate to Special Programs
  (Recruiting, Company Commander,
  Physical Security, etc.)

# What Detailers Can NOT Do…

- Make Assignments to Non-Existent Requirements
- Change Allowance (BA and/or NMP)
- Break PRD more than -3/+4 Months
- Change Sea/Shore Rotation
- Make Humanitarian Assignments
- Change Enlistment Contracts
- Make Assignments Contrary Requisition Priority
- Make Paygrade Substitutions without EPMAC Approval
- Break Time on Station or DoD Area Tours Requirements
- Make CHARP 2000 Commitments to

# Career Expectations

- **Sea Duty**
  - If previous Sea Duty was overseas, next Sea Duty should be Battalion. At least one overseas tour (shore or sea)
- **At least one training tour (NCTC or NCR)**
- **Possibly one out of community tour**
  - Recruiting, Recruit Division Commander, Phys Sec
- **Geographical and tour diversity**
- **Warfare Qualification**

# Detailing Facts

- **The detail shop's "radar screen" is set to the 6-9 month "range scale."**
- **We detail Seabees with PRD's in that timeframe. When you have an urgent fill (i.e. sudden unplanned loss of a Seabee or a gapped billet still unfilled), we DO NOT HAVE any close-in Seabees available to plug into that hole.**
- **EPMAC and your MCA will resolve any close-in requirements (divert, cross deck, TEMADD).**

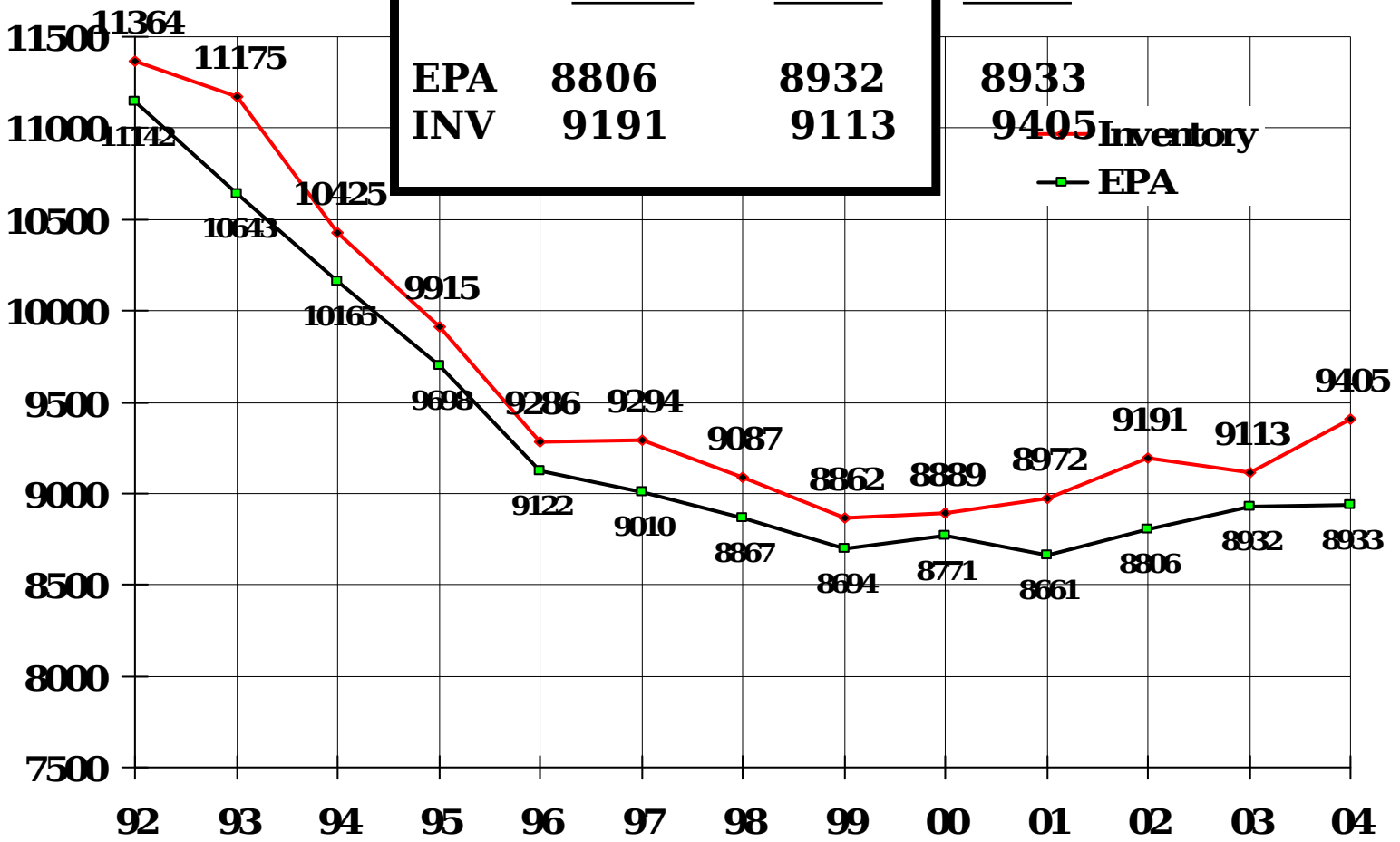
# Detailing Facts

- **Once a Seabee has been issued “hard copy” orders to detach from or report to your command, the detailer is UNABLE to do anything further with those orders (i.e. modify or cancel), without express DIRECTION from the MCA and/or EPMAC.**
- **We can NOT simply cancel orders in response to a Seabees desire to take another set of orders (For whatever reason). That request MUST go through EPMAC and the MCA, info NPC.**

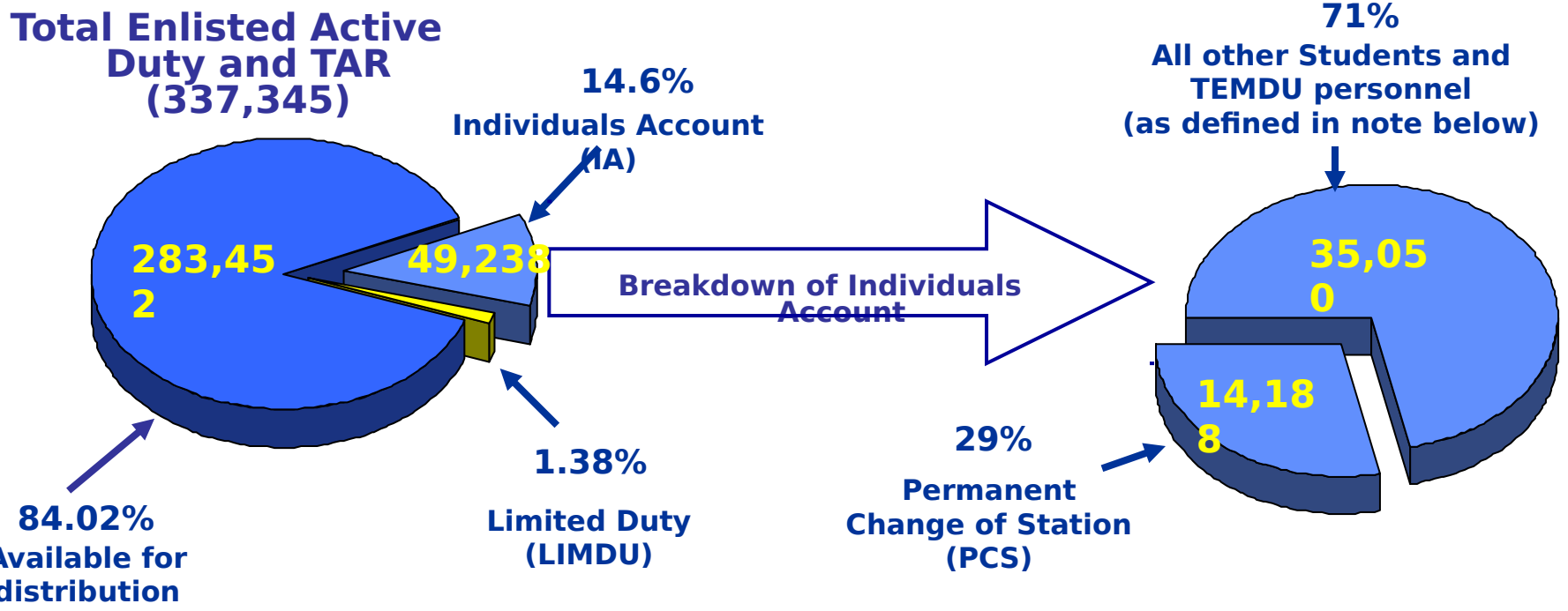
# Distribution

# Seabee Running Inventory With Projection

| | FY 02 | FY03 | FY04 |
|---|---|---|---|
| EPA | 8806 | 8932 | 8933 |
| INV | 9191 | 9113 | 9405 |



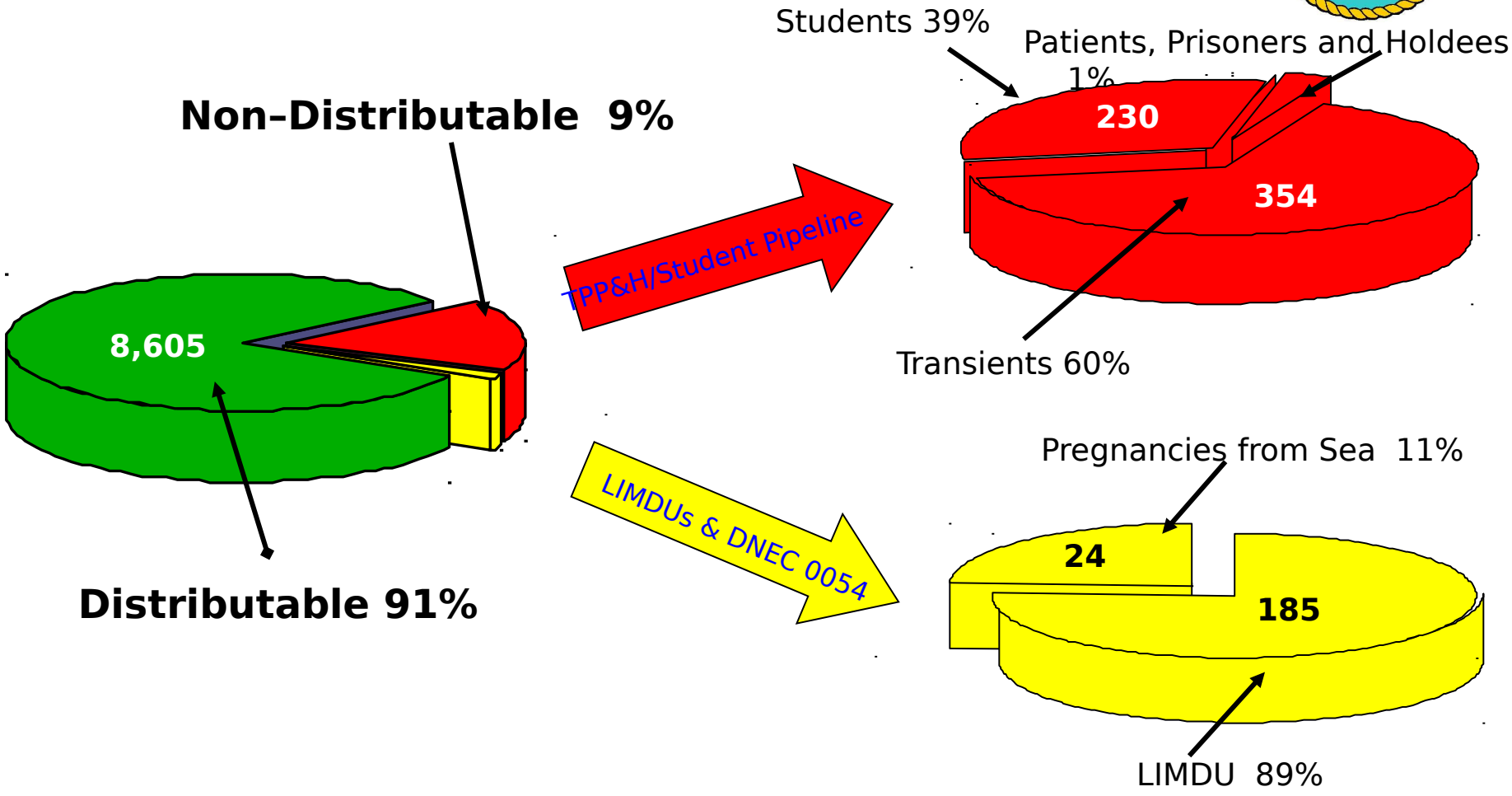
# Distribution of Navy personnel




Of 337,345 total enlisted, 14.6% (49,238) were in the Individuals Account and 1.38% (4,660) were in a limited duty status as of 29 SEP 03.

Date of Data: 29 SEP 2003 Source: ARIS POC: TMULPO at DSN 678-0098

# Distribution of Seabees




**9,405 total Seabees, 9% were non-distributable and 2% were LIMDU.**

# What is distributable inventory?

**Sailors available to fill billets** (ACC 100)

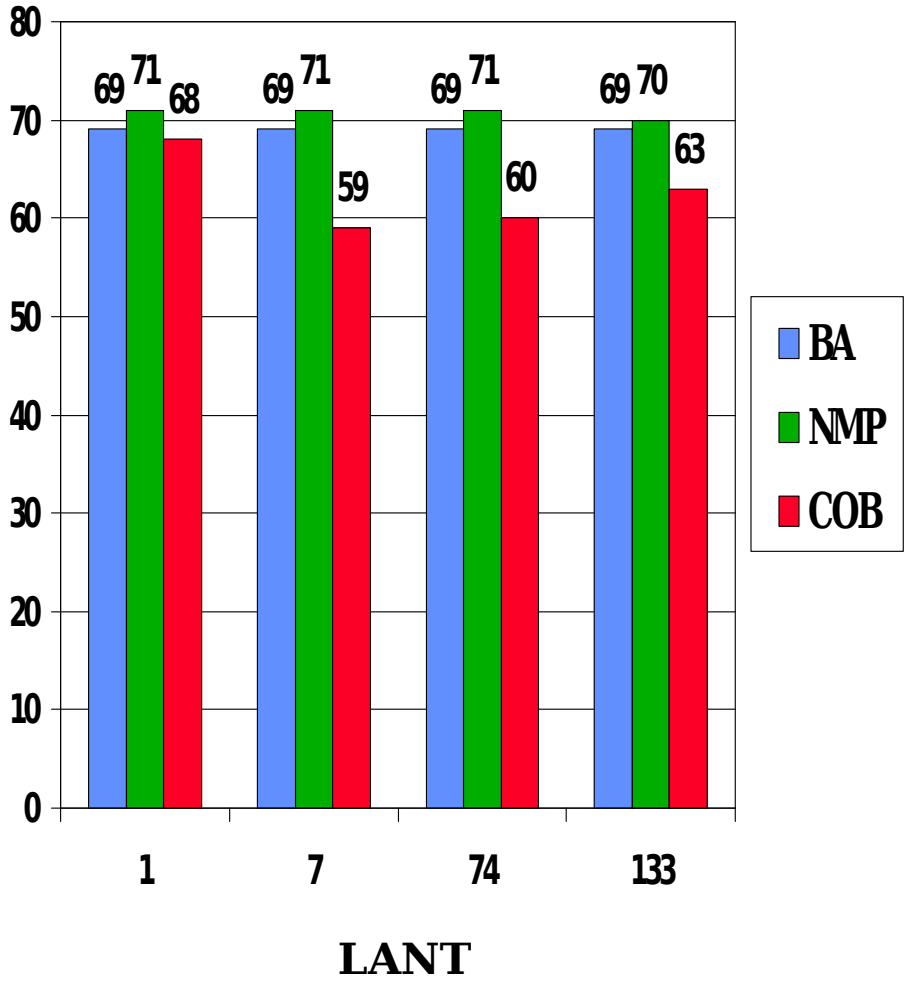
- Sea duty, high pri shore duty billets are concerns!

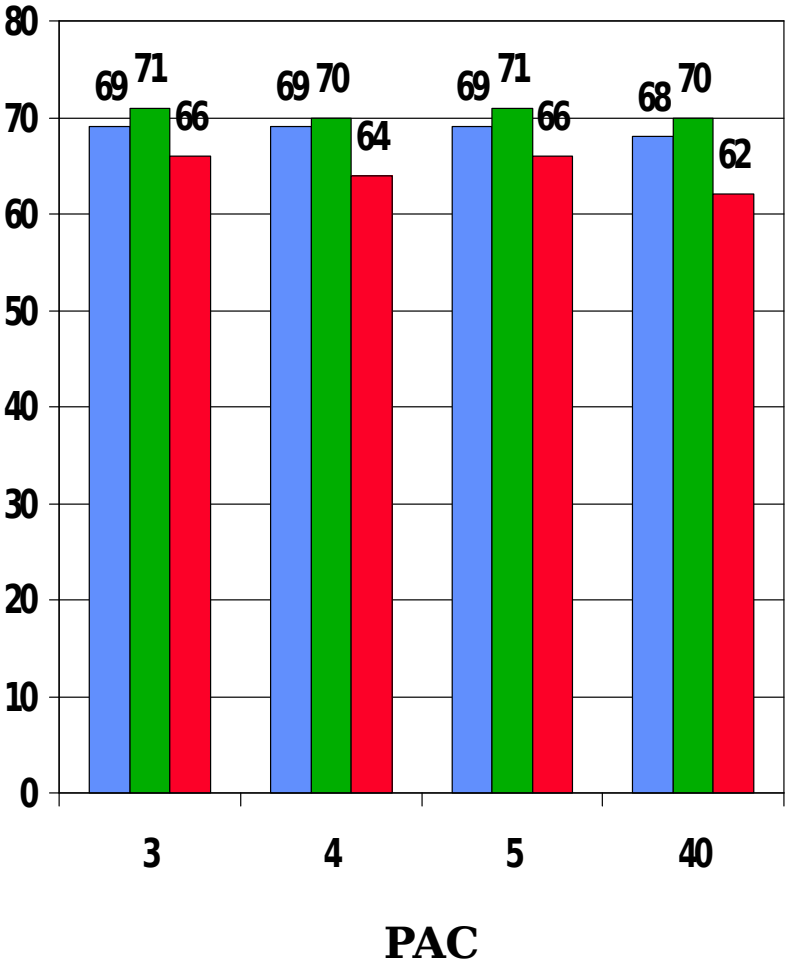
**From the detailers perspective, it amounts to total inventory minus:**

- Approved Fleet Reserve
- LIMDU (ACC 105)
- TPP&H (Transients, Patients, Prisoners & Holdees)
- HUMS (ACC 104)
- CMDMC
- Approved LDO/CWO selection
- Anyone who can’t complete a Normal Tour

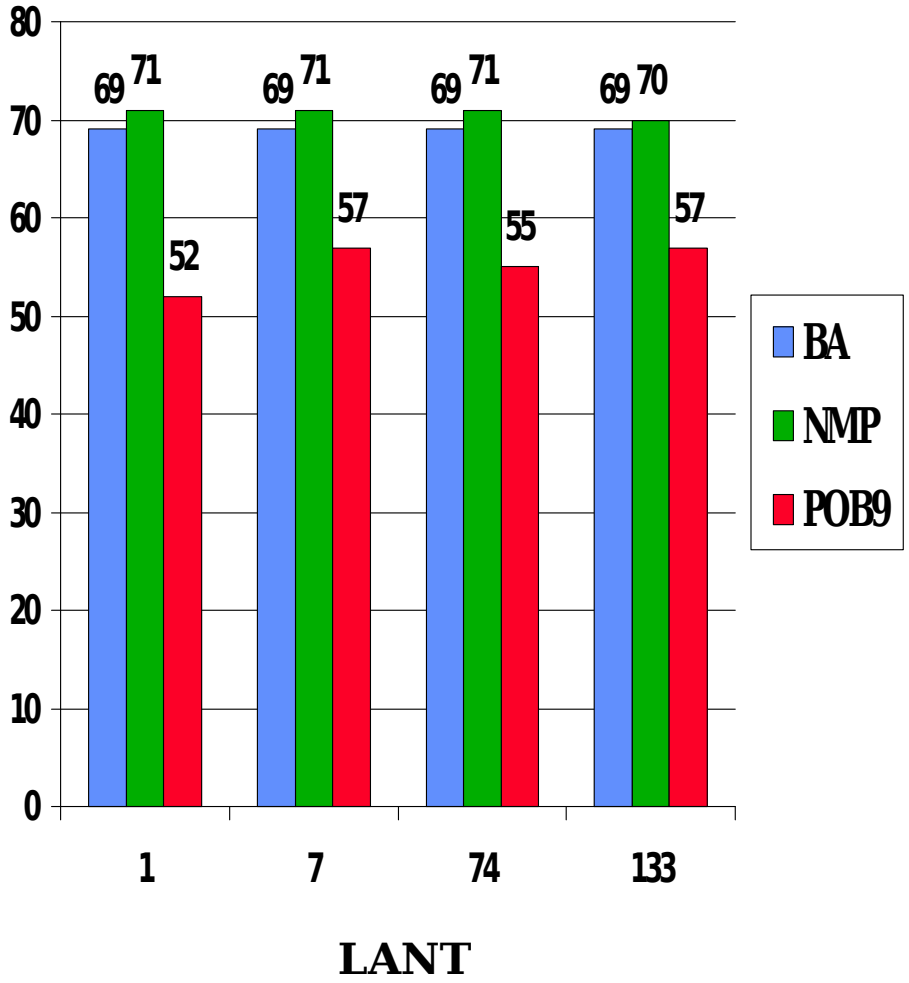
# NMCB E6 – E9 Manning

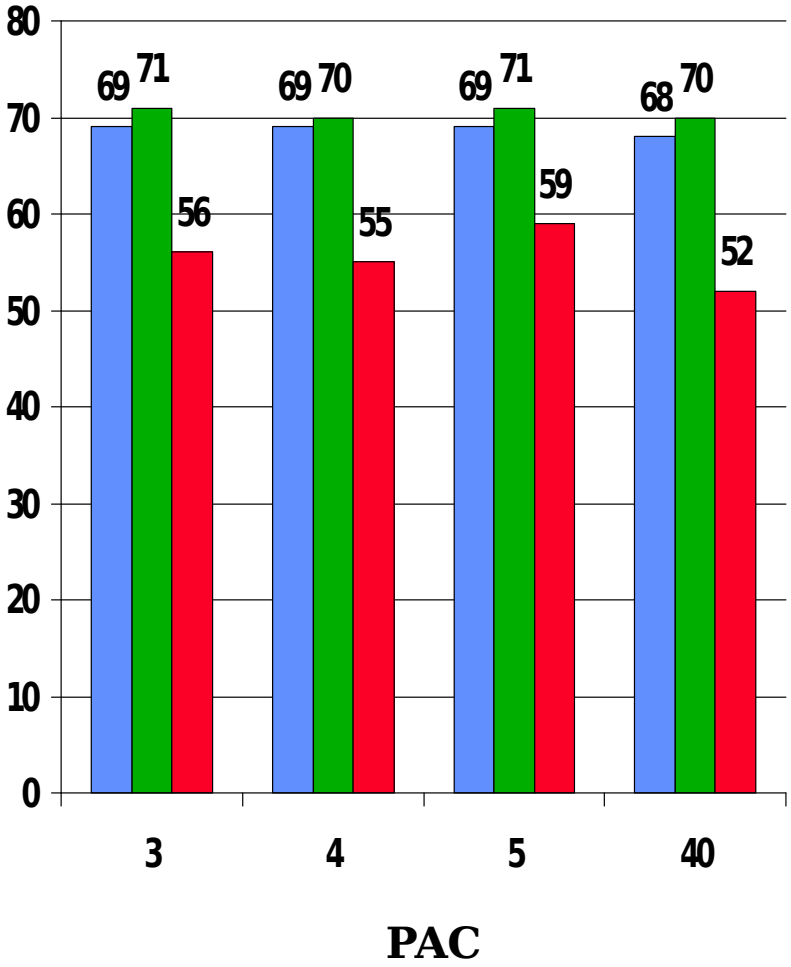
# COB SEABEE E6s at NMCBs



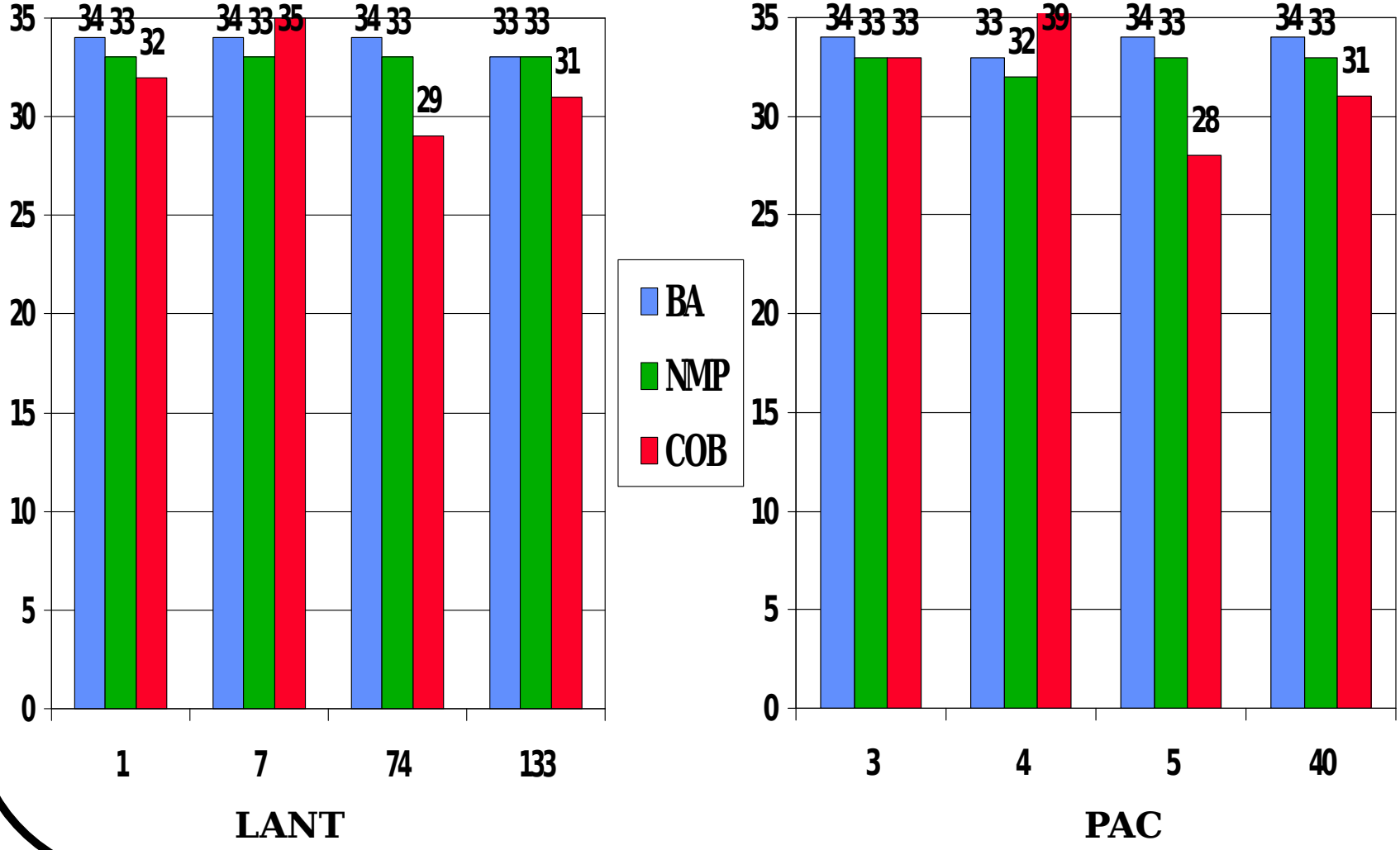



# POB9 SEABEE E6s at NMCBs

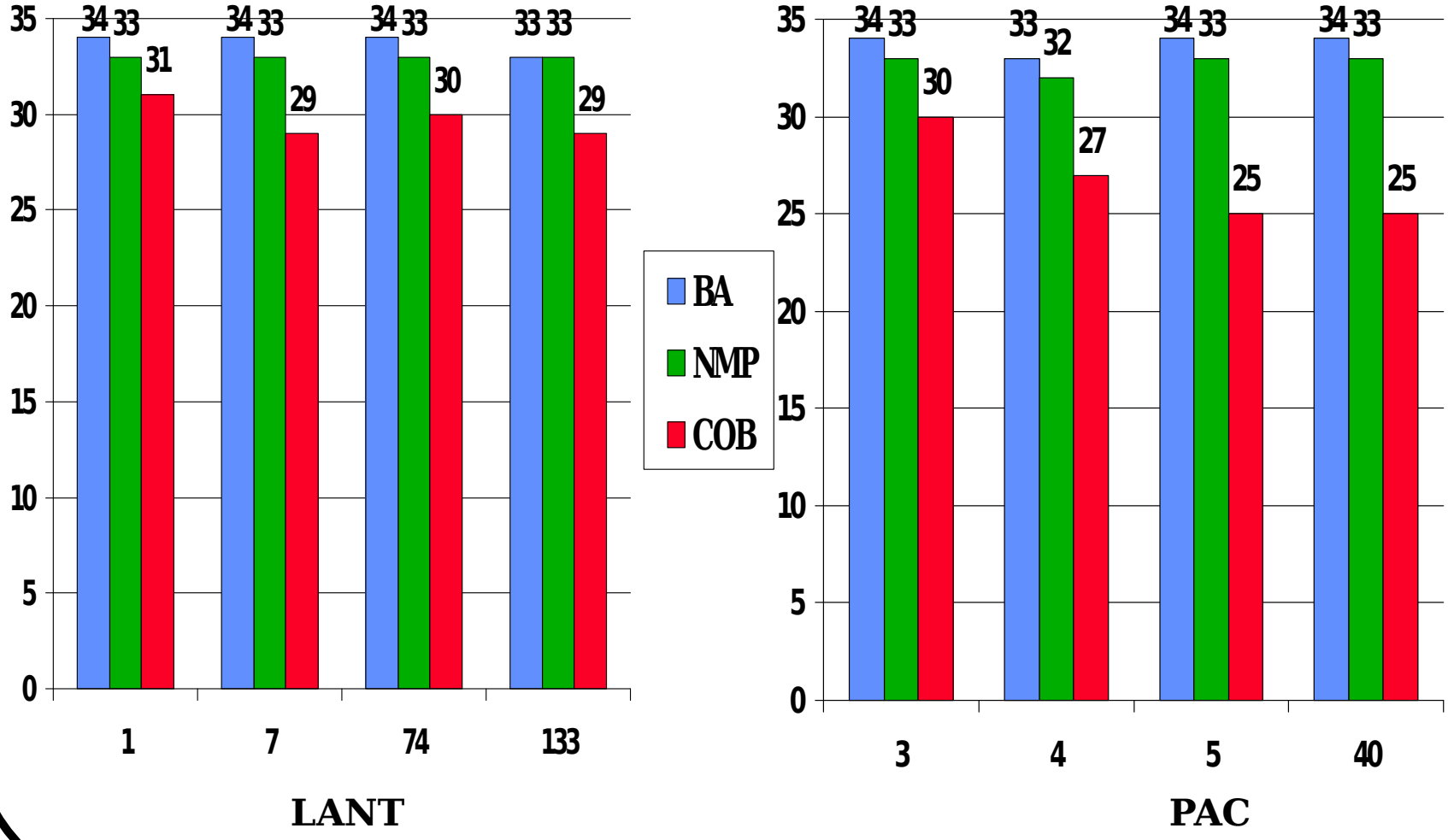


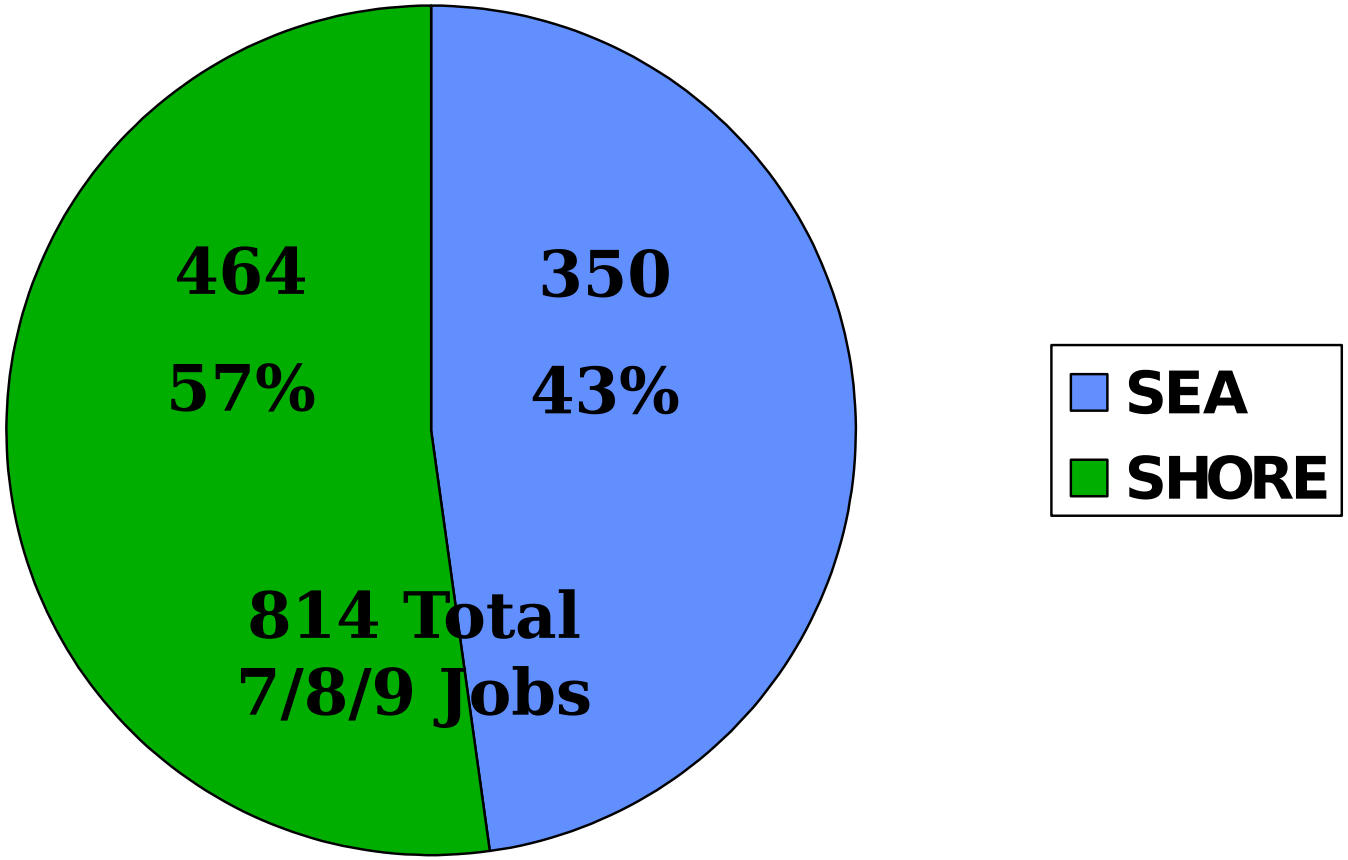
# COB SEABEE CPOs at NMCB



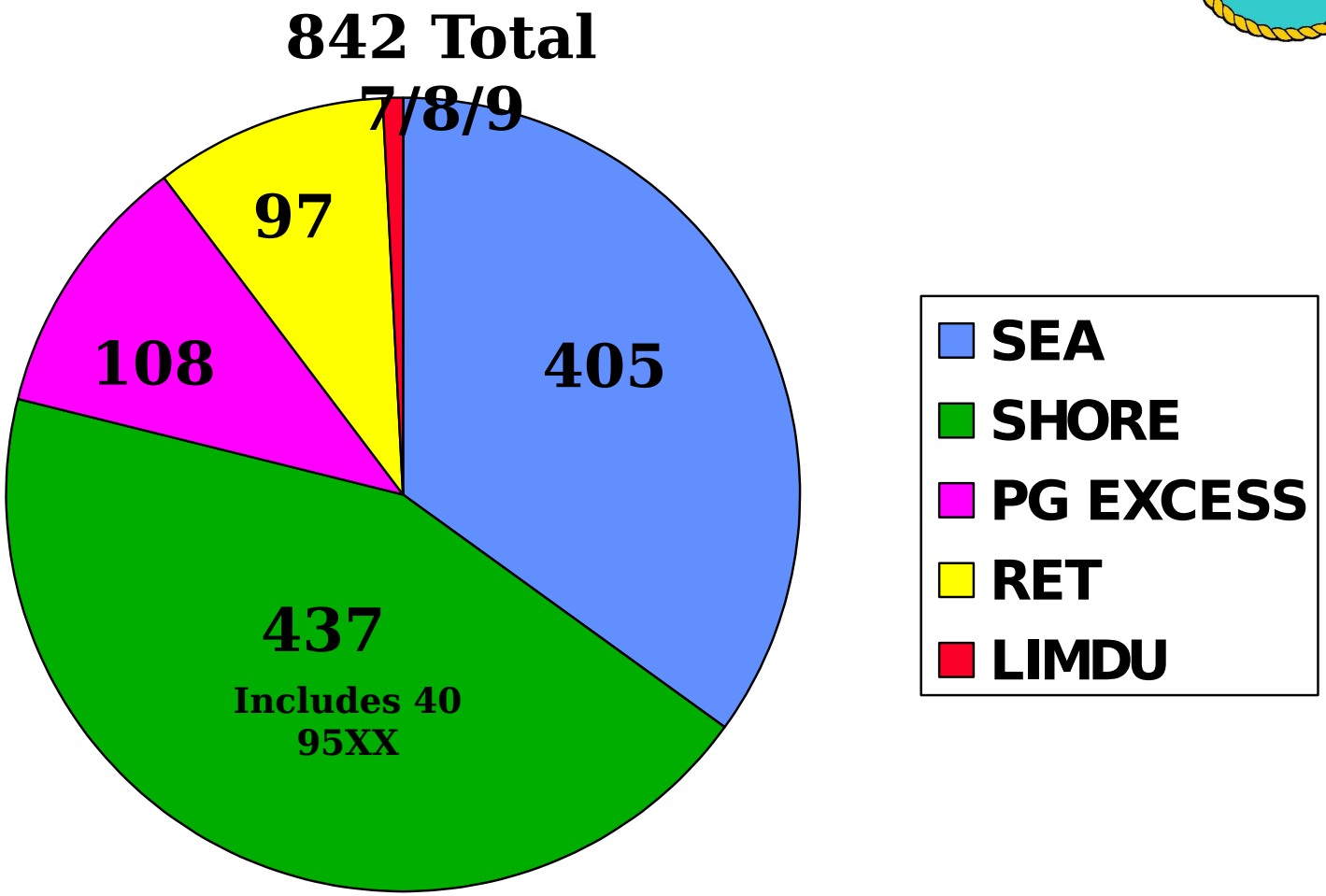
# POB9 SEABEE CPOs at NMCB



# NCF Khaki Jobs



# NCF Khaki Bodies



# Seabee Detailing Challenges

# Seabee Detailing Challenges

- **Khaki retirement:**
  - Must serve 24 months in paygrade
  - Significant Green Card time may delay retirement
  - Once FFRA is submitted it is a done deal, very few exceptions are overturned.
  - Mentor your Seabees in regard to Retirement, make sure the date they're asking for is what they really want
- **High Year Tenure extensions**
  - Considering only on a case by case basis for Sea Duty / Hard-to-Fill
  - Will extend for a few months for advancement results
- **Members need to be within standards for "C" Schools**
- **Use LINK and CBGRAM for information**
  - http://www.persnet.navy.mil/pers401/index.html

# Seabee Detailing Challenges

**LIMDU Personnel**

| | | | |
|---|---|---|---|
| **SEABEES** | **185** | **or** | **2.2%** |
| **ALL NAVY** | **4660** | **or** | **1.4%** |

- **Seabees are double all Navy, makes it very difficult to detail ACC 100 personnel to GGU and KUE. More of a problem in KUE than GGU.**
- **Limdu's are assigned to valid billet ashore (Normally to NBVC, CBC, 20th, or 31st)**
- **Minimize PCS cost, member usually sent no-cost.**
- **Tendency towards medical facilities**

# Seabee Detailing Challenges

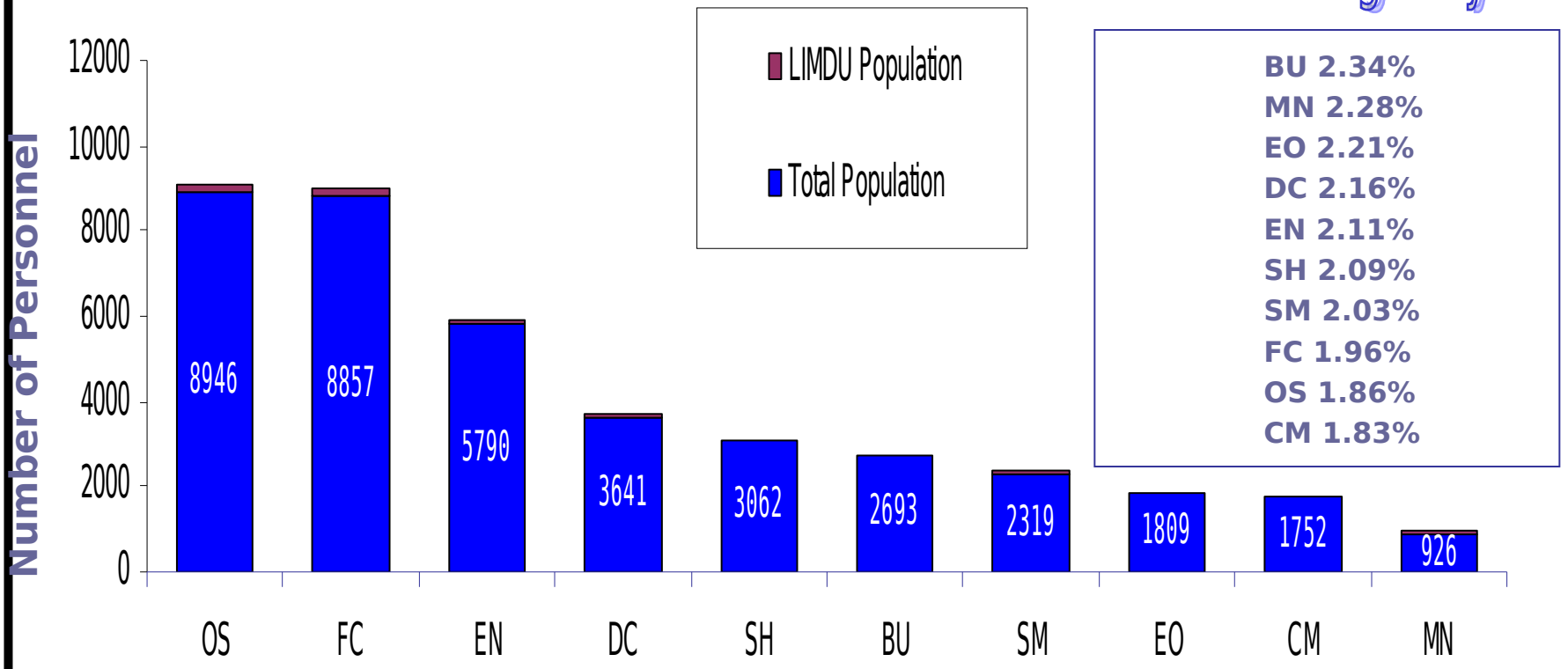
- **MCB's rejecting inbound personnel W/issues**
  - Governing instruction BUMED 1300.2
  - Members that show up to KUE or GGU w/o Sea duty screening
  - MCB's must understand when they reject personnel that we do not have another body to backfill and billet will go gapped
  - Major problem at E7-E9 level
  - Rejecting inbound personnel must be a well thought out decision at command level

# Seabee Detailing Challenges

- **RDC and Recruiting duty candidates**
  - Ensure nominations are within BC standards and have no visible tattoos

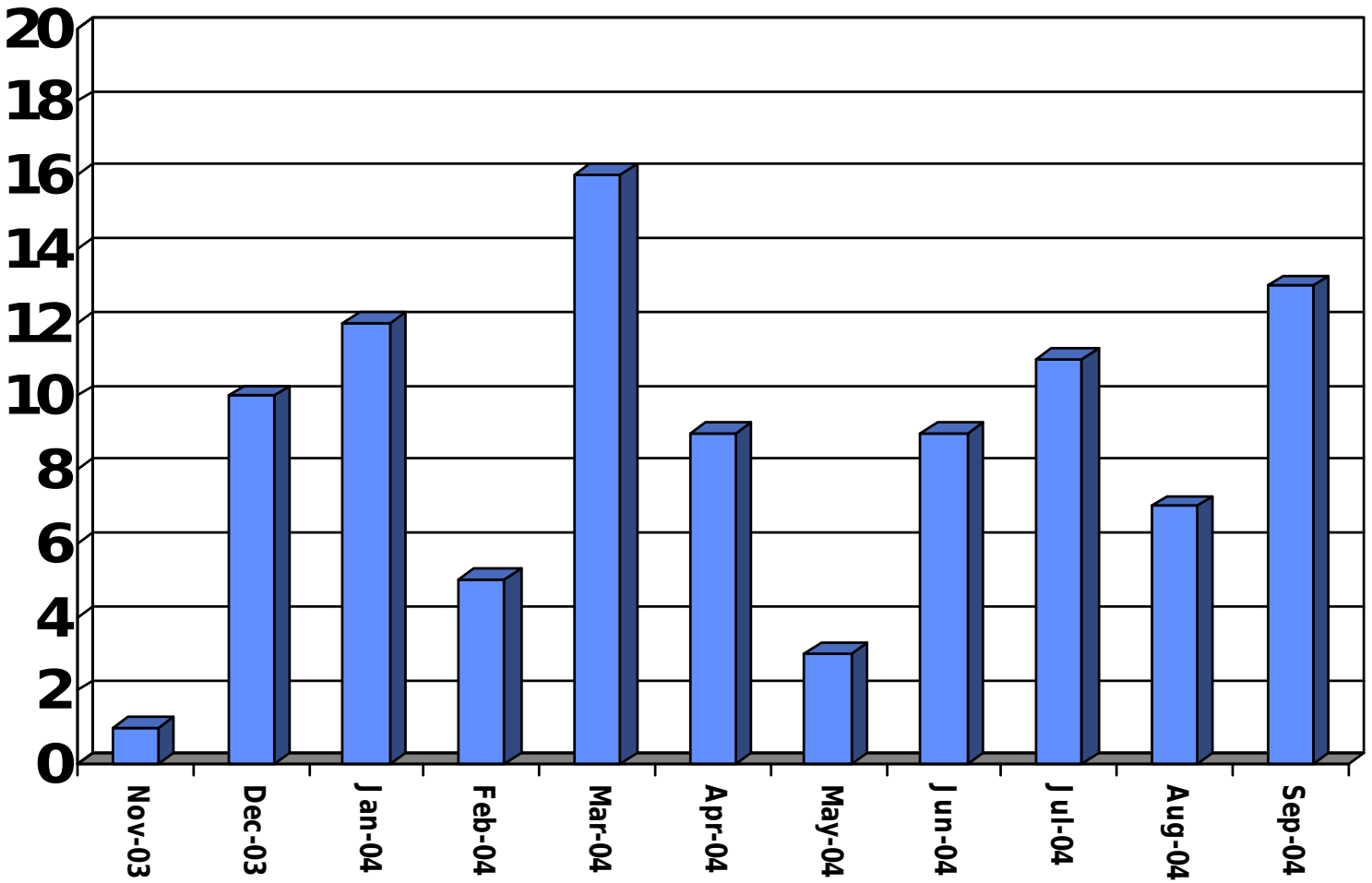
# Top 10 Highest Percentage of Limited Duty Within Rating

## LIMDU Percentages By Rating




Date of Data: 29 SEP 2003 Source: ARIS POC: TMULPO at DSN 678-0098

# Retirements



# Seabee Community Health

# Community Force Structure % Manned

**CURRENT INVENTORY / BA as of SEP 03**

| RATING | PERCENT |
|---|---|
| BU | 107 % |
| CE | 104 % |
| CM | 97 % |
| EA | 110 % |
| EO | 109 % |
| SW | 105 % |
| UT | 104 % |

# Khaki Advancements
# % of Eligible Advanced

| | CPO | | SCPO | | MCPO | |
|---|---|---|---|---|---|---|
| | NAVY | NCF | NAVY | NCF | NAVY | NCF |
| FY97 | 16 | 13 | 10 | 11 | 15 | 23 |
| FY98 | 12 | 10 | 5 | 6 | 11 | 11 |
| FY99 | 14 | 10 | 8 | 10 | 14 | 17 |
| FY00 | 12 | 19 | 9 | 12 | 14 | 17 |
| FY01 | 16 | 26 | 12 | 9 | 17 | 24 |
| FY02 | 29 | 14 | 12 | 14 | 21 | 34 |
| FY03 | 26.7 | 25.6 | 13.6 | 13.2 | 19.3 | 13.1 |
| FY 04 | 22.1 | 24.8 | 11.7 | 12.6 | 15.2 | 9.7 |

# WHAT'S NEW

- G2K
- Perform to Serve
- AIP
- SEA Warrior
- Sea Duty Credit for Recruiters

# GUARD 2000

- **NAVADMIN 083/00**
- **Two significant changes**
  - Ability to waive PST up to 11 mos (1st termers)
  - More latitude for lower priority requisitions
- **Use twice in career (1st re-up and before 17 yrs)**
- **Process is important**
  - Consult with CCC
  - Consult/negotiate with Detailer
  - After informal agreement with Detailer, submit 1306/msg.
  - Understand that unit manning must be considered before agreeing to waive PST.
- **Look for major change in G2K program in near future**

# Perform To Serve

- **Must submit request to “Stay Navy” for 1st term personnel if rating is in CREO group 3**
- **Can submit as early as 15 months from EAOS, won’t be looked at until 12 months prior**
- **Each month applicant gets 1 look, if approved will be notified by message, if not, request stays in system until either approval to stay, conversion is approved or member decides to separate at EAOS**
- **If rating is CREO group 3, member may elect up to 3 choices for conversion, but must meet all requirements for conversion**
- **First batch of invitations to exit the Navy will be seen in OCT 03 PTS results.**
- **Starting 1 JAN 04 PTS will include all 1st term personnel regardless of CREO group**

# Assignment Incentive Pay

- Changing Type 3 duty to Type 6
- Will allow Sailors to “bid” via JASS for AIP at these locations
- All Sailors will need to utilize JASS for bidding process, detailers cannot apply member
- Must be a qualified bidder, detailer will select from all applications utilizing a matrix
- Current locations are Misawa, Naples and Sigonella
- Eventually all type 3 duty will be affected with exception of Bahrain, Souda Bay and Diego Garcia
- Those member that were under orders prior to start of AIP will receive Sea duty credit
- Proposed to add Guam and Gitmo in Nov 03
- Proposed to add Keflavik and Korea in Jan 04

# SEA WARRIOR

- **Web Based Detailing**
- **Members maintain on- line resume**
- **Command will play role in writing command job description for personnel applying for jobs at their command**
- **Task Force Excel will play role in detailing 5 Vector Model, PQS , Certifications and Qualifications**
- **Detailers will make final decision on who is selected for job**

# Sea Duty Credit for Recruiters

- **Beginning 1 OCT 03 recruiters will no longer receive sea duty credit**
- **Increased in SDAP in lieu of sea duty credit**

# TIPS

- **Manning is Command Issue and Responsibility**
- **Active Command Career Counselor**
  - Thoroughly staff special requests
  - ADSEP: Notify NPC to adjust PRD and generate a requisition.  401 will support, other communities may on a case by case basis.
  - Member separating at EAOS: Have CCC forward data to NPC at 10 month point.  This will allow detailers to adjust PRD.
  - Ensure everyone has orders by the 6 month point
  - Call Detailers often.  Check JASS applications, find out hot fills, meet individual requirements.

# TIPS

- **EDVR Scrub**
  - Review for SCW designator and NECs
  - Review for CN, AN, FN, SN.  May be 1- 2 SN onboard but no CN, FN or AN.
  - Forecast manning to 6 month point
- **Manning Concerns**
  - EPMAC is command advocate but call PERS-401
  - Most Fleet Detailers like documentation supporting needs:  EMIR, Message, Email
  - Keep PERS-401 advised of Fleet manning issues
  - POC:  Generally work through CCC, CMC, S-1 and XO

# PERS-401

**BRANCH HEAD**
LCDR Mike Jones

**SEABEE RAO**
CUCM (SCW/FMF) Stanley

**Spec War/Spec Ops Detailers**

**BU/SW/EA**
BUC (SCW) Irving
BU1 (SCW) Erhart

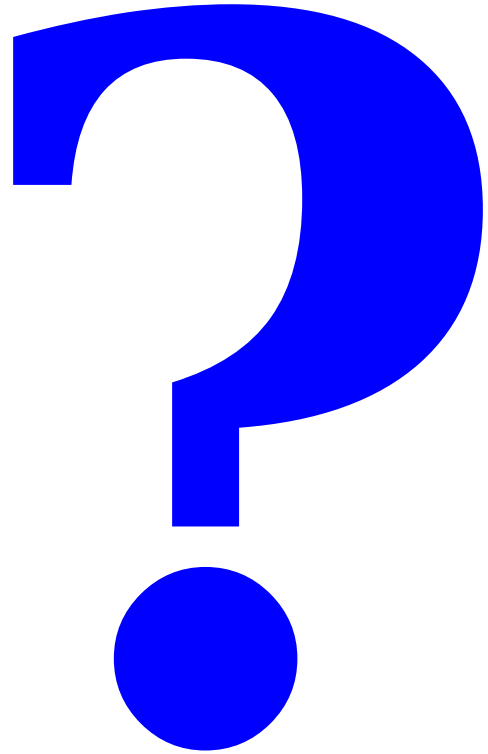
**E8/E9**
CUCM (SCW/FMF) Stanley

**UT/CE**
CEC (SCW) McDermott
UT1 (SCW) Ledger

**E7**
CECS (SCW) Ormanoski

**EO/CM**
CMC (SCW) Li
EOC (SCW) Teart

# QUESTIONS



# Contacts

| Name | E-mail code | Extension |
|---|---|---|
| • LCDR Jones | p401 | x3569 |
| • CUCM(SCW/FMF) Stanley | p401C | x3571 |
| • CECS (SCW) Ormanoski | p401CC1 | x3559 |
| • BU1(SCW) Erhart | p401CE1a | x3653 |
| • BUC(SCW) Irving | p401CE1 | x3556 |
| • UT1(SCW) Ledger | p401CD1 | x3565 |
| • CEC(SCW) McDermott | p401CD | x3570 |
| • CMC(SCW) Li | p401CF | x3567 |
| • EOC(SCW) Teart | p401CF1 | x3568 |

E-mail: (insert p-code)@persnet.navy.mil
(e.g. p401@persnet.navy.mil)

DSN: 882-XXXX
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FAX: x2716

Website: http://www.persnet.navy.mil/pers401/index.html